

Message Text

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ACTION PER-03

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FM AMEMBASSY KABUL

TO SECSTATE WASHDC 4402

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E.O. 11652: N/A

TAGS: AFSP, AF

SUBJECT: RETIREMENT BENEFITS FOR CERTAIN ORE EMPLOYEES WHO RETIRE
IN THE FUTURE

REF: STATE 208777

FOR PER/PCE/PPM/LP

FOR NEA/EX

1. INFORMATION REQUESTED IN PARAGRAPH 6.2 OF REFTEL FOLLOWS:

(1) TOTAL NUMBER OF ORE EMPLOYEES: TEN

(2) ALL EMPLOYEES ARE COVERED BY A SEVERANCE PAY PLAN.
THIS PLAN IS THE SAME AS FOR LOCAL DIRECT HIRE EMPLOYEES.
BRIEF DESCRIPTION OF PLAN FOLLOWS:

SEVERANCE PAY PLAN

A. ELIGIBILITY: ALL AFGHAN EMPLOYEES (OR BENEFICIARIES
IN CASE OF DEATH) WITH AT LEAST ONE YEAR OF SERVICE WHO
ARE INVOLUNTARILY SEPARATED FOR REASONS OTHER THAN FOR
CAUSE SHALL RECEIVE SEVERANCE PAY. ALL AFGHAN EMPLOYEES
WHO VOLUNTARILY RESIGN FROM THE U.S. GOVERNMENT (ORE)
SERVICE MUST HAVE AT LEAST FIVE YEARS OF CREDITABLE
SERVICE TO BE ELIGIBLE FOR SEVERANCE PAY.

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SEVERANCE PAY WILL NOT BE AUTHORIZED WHEN AN EMPLOYEE

RESIGNS DURING AN INVESTIGATION OF HIS CONDUCT WHICH
MAY LEAD TO HIS DISMISSAL OR TO AVOID SEPARATION FOR CAUSE.

B. COMPUTATION: EMPLOYEES WILL RECEIVE ONE MONTH'S
SALARY BASED ON THE RATE OF PAY AT THE TIME OF
SEPARATION FOR EACH YEAR OF SERVICE UP TO A MAXIMUM
OF ONE YEAR'S SALARY. SEVERANCE PAYMENT WILL BE MADE
IN A LUMP SUM PAYMENT AT THE TIME THAT THE FINAL
SALARY PAYMENT IS MADE. SEVERANCE PAYMENT IS BASED ON
PERIODS OF CREDITABLE SERVICE. CREDITABLE SERVICE COVERS
ALL PERIODS OF REGULAR EMPLOYMENT AS AN EMPLOYEE IN THE
OFFICIAL RESIDENCE AND PRIOR SERVICE IN A USG OFFICE
FOR WHICH NO RETIREMENT BENEFITS ARE PAYABLE. PERIODS
OF LEAVE WITHOUT PAY FOR 90 DAYS OR MORE TAKEN CONSECUTIVELY
AND ANY PERIOD OF TEMPORARY SUSPENSION FROM DUTY SHALL
BE DEDUCTED FROM THE EMPLOYEE'S CREDITABLE SERVICE FOR
SEVERANCE PAYMENT.

C. DEATH PAYMENT: THE DEPENDENTS OF AN EMPLOYEE WITH A
MINIMUM OF THREE YEARS U.S. GOVT SERVICE WILL BE PAID
A SEVERANCE PAYMENT UPON THE DEATH OF THE EMPLOYEE.
COMPUTATION WILL BE BASED ON ACTUAL YEARS OF SERVICE
OR 10 YEARS, WHICHEVER IS GREATER, BUT NOT TO EXCEED
TWELVE MONTHS SALARY.

(3) NUMBER OF EMPLOYEES TO BE COVERED UNDER PROPOSED PLAN:
TEN

(4) ESTIMATED NUMBER WHO WILL ACHIEVE ELIGIBILITY AND
RETIRE UNDER PROPOSED PLAN IN EACH OF FISCAL YEARS
1976: ONE

TRANSITION PERIOD 7/1/76 THROUGH 9/30/76: NONE
1977: ONE
1978 THROUGH 1981: NONE

(5) AVERAGE RETIREMENT AGE USED TO DEVELOP ESTIMATE: 66 YRS

(6) ESTIMATED AVERAGE LENGTH OF SERVICE AT RETIREMENT
FOR EMPLOYEES IN ITEM 4: 15 YEARS
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(7) AVERAGE CURRENT ANNUAL CASH SALARY IN U.S. DOLLARS
FOR EMPLOYEES IN ITEM (4): \$694.00

(8) NOT APPLICABLE BECAUSE POST NOT PROPOSING MONTHLY PENSION
PLAN. THE POST PROPOSES INSTEAD OF A MONTHLY PLAN
THAT A LUMP SUM PAYMENT AT THE TIME OF RETIREMENT
(TERMINATION) BE GRANTED TO ORE EMPLOYEES. THIS AMOUNT

WILL BE BASED ON 7 PERCENT OR LOWER DEDUCTIONS FROM EMPLOYER/
EMPLOYEE WAGES PLUS ANY INTEREST EARNED ON IT. THE
PERCENTAGE WILL BE CONFIRMED BY AN OM WHEN THE PROPOSED
PLAN IS APPROVED IN FINAL FORM AT POST. PLAN CONSISTENT WITH
LOCAL CUSTOM.

(9) WHETHER EMPLOYEE CONTRIBUTIONS IN THE FORM OF DEDUCTIONS
FROM SALARY ARE REQUIRED UNDER LOCAL PENSION PROGRAMS
WITH WHICH POSTS WILL BE SEEKING COMPARABILITY: YES
THE LOCAL RETIREMENT PROGRAM OF THE GOVERNMENT OF
AFGHANISTAN REQUIRES 3 PERCENT DEDUCTIONS FROM EMPLOYEES'
WAGES. THE AMOUNT IS DEPOSITED INTO AN INTEREST-
BEARING ACCOUNT IN A LOCAL BANK. THIS AMOUNT PLUS
ANY INTEREST ACCUMULATED IS REFUNDED TO THE EMPLOYEE
UPON TERMINATION.

(10) THE PROPOSED PLAN IS NECESSARY SINCE THE GOVERNMENT OF
AFGHANISTAN LAW REQUIRES ALL EMPLOYERS TO FOLLOW THE
PENSION LAW AS DEFINED IN (9) ABOVE. THERE IS NO HOST
GOVERNMENT PENSION OR OTHER CENTRALLY ADMINISTERED PLAN
IN WHICH THE OFFICIAL RESIDENCE EMPLOYEES CAN PARTICIPATE.

(11) ESTIMATE OF YEAR THE POST ADMINISTERED PLAN CAN BE DIS-
CONTINUED: NOT APPLICABLE.

2. DETAILED PLAN WILL BE POUCHED TO DEPARTMENT.
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